

URGE

Unlearning Racism in Geoscience

This is a draft Resource Map for the Department of Geoscience D+I Pod at UW Madison.

- Mentoring plan
 - Increasing number of faculty in our department are creating expectations documents for use with their graduate students. These documents outline resources, expectations, timelines and alternative avenues for getting help.
 - Our department's graduate advising committee is also creating a template for all MS and PhD committee meetings that will bring greater equity, transparency, and clarity to progressing through a graduate career in our department.

- Core work resources
 - Code-of-conduct - our department distributes this to the community regularly
 - Communication plan and expectations - each PI/professor is responsible for how their lab/research group is run. Many of our faculty are choosing to create an expectations document for their students and postdocs. This also typically include expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk; be explicit!)
 - Reporting Policy - our department has two faculty who serve as ombuds for the graduate students. These people are elected from the graduate student population each year. Staff and faculty are able to use a UW ombuds for assistance. Additionally, reporting resources are available at the University.
 - Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient "library" of hiking/camping/outdoor equipment
 - We have (and are building) a field gear library for all department members to be able to check out common gear (tents, hiking poles, rain gear)

- Community support and mental health resources
 - Assistance finding accommodations, moving expenses/assistance
 - Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.
 - UW-Madison [Resources for APIDA community members](#)
 - UW-Madison [Resources for Black community members](#)
 - UW-Madison [Resources for LGBTQ+ community members](#)
 - UW-Madison [Resources for undocumented students](#)
 - [UHS Mental Health Services website](#)
 - [UW-Madison ombuds website](#)

- Additional coursework
 - List fellowships, internships, summer experiences, field course opportunities
 - Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network
- Outreach resources
 - Outline opportunities, expectations, benefits, and/or compensation for mentoring new hires and/or students who wish to engaged in belonging, accessibility, justice, equity, diversity, and inclusion (Be A JEDI) efforts
 - Departmental organizations that welcome participation:
 - Department D+I Committee
 - GeoPath
 - Association of Women Geoscientists
 - Explicitly acknowledge, discuss, and suggest policies to limit the “time tax” put on people of color for participation in Be A JEDI activities and support clear path for opting out
 - We have a basic awareness of this in our department, but no explicit policies have been developed
 - Information on honoraria and establishing/charging speaker fees
 - This support doesn’t exist in our department

Reporting incidents of bias or hate

The University of Wisconsin–Madison values a diverse community where all members are able to participate fully in the Wisconsin Experience. Incidents of bias or hate affecting a person or group create a hostile climate and negatively impact the quality of the Wisconsin Experience for community members. UW–Madison takes such incidents seriously and will investigate and respond to reported or observed incidents of bias.

If an emergency has occurred please call 911.

<https://doso.students.wisc.edu/report-an-issue/bias-or-hate-reporting/>

<https://msc.wisc.edu/>